

# GLA Certification Programme in Vertical Organisational Development



This programme looks beyond individual transformation and offers insights into bringing about change within an organisational context. Join us as we explore multiple perspectives of organisational development and discover GLA's unique tools which help support the Action Inquiry approach.

Offered over six, interactive sessions on **November: 2, 3, 8, 10, 16, 18** with sessions running from 11:00 to 14:30 (ET), 16:00 to 19:30 (UK), 17:00 to 20:30 (CET).

For those who have not attended one of our AI & GLP Foundation Workshops, participants will need to attend an additional Overview of the GLP & Action Logics session on **October 21** from 11:00 to 14:00 (ET), 16:00 to 19:00 (UK), 17:00 to 20:00 (CET).

On completion, participants will be awarded a Certificate in Vertical Organisational Development.

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This programme is ideal for coaches, consultants and corporate organisational development practitioners who wish to further their developmental learning within an organisational context and explore:

- Organisational Stages of Development – how organisations can grow developmentally.
- The organisation as a Human (Complex Adaptive) System – how a systemic view of change differs from traditional change methodologies. This includes exploring informal and formal systems and using constellation tools in organisations.
- Liberating structures – how forms of organisational structure can guide organisational transformation.
- The 'I to We Bridge' - how to support developing leaders fit into, increase contribution to, and shift their organisational context.
- Designing Vertical Leadership Interventions.
- Organisational Pullbacks: Where do they get stuck? When is it helpful and when is it not so? How do we unstick the stuck?
- Organisational Culture through a Vertical Lens.
- Collaborative Developmental Action Inquiry (CDAI) as an Engine for Transformation.

Offered by Richard Izard and Danny Morris alongside a facilitation team including Professor Bill Torbert, our Senior Associates and members of our International Coaching Bench, this certification programme comprehensively blends the what, why and how of organisational transformational development. The facilitation team, with their rich experience, will be on hand to answer any questions and to support on-going inquiry through a number of additional, online developmental café sessions.

If not already completed, all participants take the groundbreaking tool, the Global Leadership Profile (GLP) and receive feedback on their centre-of-gravity, emergent and fallback leadership action-logics through a group debrief session.



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## Facilitation Team



### Richard Izard

Co-founder and Managing Director of Global Leadership Associates, Richard is a leadership development consultant who specialises in helping individuals, teams and organisations make lasting change in how they think and behave.



### Jenny Mackewn

Jenny is an author and renowned coach in the field of action research and action inquiry. She spent 10 years as a Fellow at the Centre for Action Research in Professional Practice at the University of Bath and more latterly was Head of Schumacher College.



### Danny Morris

International Coaching Lead, Danny brings clients new ideas and fresh perspectives that can be immediately applied to business and leadership challenges. He helps leaders navigate relational complexity and getting the best out of people.



### Dan Gresham

Dan is a highly experienced executive coach, creative facilitator and organizational consultant. He has worked with a wide range of individuals, teams and groups at every level of organization, all over the world.



### Bill Torbert

Co-founder of GLA, Yale/Harvard/Boston College Leadership Professor Emeritus, Bill is an award-winning teacher, internationally renowned consultant, and author of many books including Action Inquiry: The Secret of Timely and Transforming Leadership.



### Elaine Herdman-Barker

Co-founder and President of Global Leadership Associates, Elaine is the co-creator of the Global Leadership Profile, leading authority on assessing and supporting change in leadership action-logics.



### Oliver Nyumbu

Oliver has over 20 years experience in coaching senior executives, CEO's and Boards around the globe. He is also a trusted advisor to businesses in Europe; USA, Scandinavia; Africa; Asia and South America.



### Trish Silber

Trish has over 25 years of experience consulting with global organizations facing rapid and unprecedented changes in technology, markets, strategy, and leadership.



### Eric Svaren

Eric is a coach to leaders in business, tech, health care, research, higher education, government, NGOs (non-profits), and associations—as well as leaders in transition.



### Aman Goyal, PhD, PCC

Aman works with Founders, CEOs and VP leaders across industries and primarily supports leaders in start-ups, Tech and Health-Care. Compassion and wisdom are cornerstones to her work with clients.



### Chuck Palus

Chuck is a former Senior Fellow at the Center for Creative. He has researched, partnered and published widely on the topic of interdependent leadership, leadership culture and vertical development and holds a Ph.D. in social psychology from Boston College.



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## Practical Details

Covered over six virtual sessions running on **November: 2, 3, 8, 10, 16, 18**. All sessions are running from 11:00 to 14:30 (ET), 16.00 to 19:30 (UK), 17:00 to 20:30 (CET) each day with a 30 minute break during the session. As part of this workshop, we're delighted to offer additional development cafes with members of the Facilitation Team, offering further space for reflection and time for discussion. If you would like to certify in vertical organisational development, attendance at these cafes are compulsory. All of this is supported by cutting-edge but simple to use technology as well as the opportunity to explore the range of GLA Tools for intervening within organisations.

For those who have not attended one of our AI & GLP Foundation Workshops, participants will need to attend an additional Overview of the GLP & Action Logics session on October 21 from 11:00 to 14:00 (ET), 16:00 to 19:00 (UK), 17:00 to 20:00 (CET) and take the GLP and receive a group debrief with one of our Senior Associates.

## Cost:

£2100 for corporate clients, £1700 for independent coaches/consultants & students with an early bird booking discount of £200 applicable on all bookings made before 31st July 2021. If you have not already taken the GLP, please add £750 to do the assessment and receive a group de-brief session with one of our Senior Associates and to book your place on our Overview of the GLP & Action Logics call on October 21. Please note, VAT is chargeable to UK residents/registered organisations.

**For further enquiries or to register for the workshop, please email [alison@gla.global](mailto:alison@gla.global)**

This workshop is bought to you by Global Leadership Associates, specialist developmental coaches, consultants & creators of the ground-breaking vertical assessment, the GLP (Global Leadership Profile) which is based on over 50 years of research and real-world experience.

